


WAGE DETERMINATION NO: 94-2001 REV (20) AREA: AL,ANNISTON-GADSEN

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

 William W.Gross
Director

 Division of
Wage Determinations

Wage Determination No.: 1994-2001

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 State: **Alabama**

 Area: **Alabama** Counties of **Calhoun**, Cherokee, Clay, Cleburne, De Kalb, Etowah, Tallad

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.34
Accounting Clerk II	9.99
Accounting Clerk III	12.71
Accounting Clerk IV	15.02
Court Reporter	10.91
Dispatcher, Motor Vehicle	10.95
Document Preparation Clerk	9.47
Duplicating Machine Operator	9.47
Film/Tape Librarian	10.20
General Clerk I	8.15
General Clerk II	9.16
General Clerk III	11.31
General Clerk IV	12.14
Housing Referral Assistant	12.06
Key Entry Operator I	8.35
Key Entry Operator II	11.09
Messenger (Courier)	8.51
Order Clerk I	8.01
Order Clerk II	10.58
Personnel Assistant (Employment) I	9.84
Personnel Assistant (Employment) II	11.04
Personnel Assistant (Employment) III	12.36
Personnel Assistant (Employment) IV	13.78
Production Control Clerk	13.27
Rental Clerk	10.18
Scheduler, Maintenance	9.25
Secretary I	9.65
Secretary II	10.86
Secretary III	12.06
Secretary IV	13.38
Secretary V	14.83
Service Order Dispatcher	11.70
Stenographer I	11.43
Stenographer II	11.67
Supply Technician	12.82

Survey Worker (Interviewer)	10.35
Switchboard Operator-Receptionist	8.47
Test Examiner	10.35
Test Proctor	10.35
Travel Clerk I	8.50
Travel Clerk II	9.05
Travel Clerk III	9.59
Word Processor I	7.58
Word Processor II	8.51
Word Processor III	9.52
Automatic Data Processing Occupations	
Computer Data Librarian	8.68
Computer Operator I	11.32
Computer Operator II	13.05
Computer Operator III	15.77
Computer Operator IV	17.51
Computer Operator V	18.00
Computer Programmer I (1)	13.08
Computer Programmer II (1)	16.20
Computer Programmer III (1)	20.10
Computer Programmer IV (1)	24.00
Computer Systems Analyst I (1)	19.63
Computer Systems Analyst II (1)	23.73
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.81
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.63
Automotive Glass Installer	12.41
Automotive Worker	12.41
Electrician, Automotive	13.07
Mobile Equipment Servicer	11.02
Motor Equipment Metal Mechanic	13.76
Motor Equipment Metal Worker	12.41
Motor Vehicle Mechanic	13.76
Motor Vehicle Mechanic Helper	10.35
Motor Vehicle Upholstery Worker	12.41
Motor Vehicle Wrecker	12.41
Painter, Automotive	13.07
Radiator Repair Specialist	12.41
Tire Repairer	10.65
Transmission Repair Specialist	13.76
Food Preparation and Service Occupations	
Baker	12.90
Cook I	11.46
Cook II	12.90
Dishwasher	8.73
Food Service Worker	8.73
Meat Cutter	12.90
Waiter/Waitress	9.32
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.00
Furniture Handler	9.94
Furniture Refinisher	13.81
Furniture Refinisher Helper	11.22
Furniture Repairer, Minor	12.52
Upholsterer	13.81
General Services and Support Occupations	
Cleaner, Vehicles	8.73
Elevator Operator	8.73
Gardener	11.46

House Keeping Aid I	8.36
House Keeping Aid II	8.96
Janitor	8.73
Laborer, Grounds Maintenance	9.32
Maid or Houseman	8.37
Pest Controller	12.15
Refuse Collector	9.84
Tractor Operator	10.75
Window Cleaner	9.32
Health Occupations	
Dental Assistant	11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.25
Licensed Practical Nurse II	11.54
Licensed Practical Nurse III	12.87
Medical Assistant	9.77
Medical Laboratory Technician	11.19
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.40
Nursing Assistant II	8.32
Nursing Assistant III	9.08
Nursing Assistant IV	10.18
Pharmacy Technician	12.19
Phlebotomist	10.74
Registered Nurse I	14.75
Registered Nurse II	18.07
Registered Nurse II, Specialist	18.07
Registered Nurse III	21.84
Registered Nurse III, Anesthetist	21.84
Registered Nurse IV	26.17
Information and Arts Occupations	
Audiovisual Librarian	16.21
Exhibits Specialist I	14.17
Exhibits Specialist II	17.46
Exhibits Specialist III	20.61
Illustrator I	13.40
Illustrator II	16.51
Illustrator III	18.98
Librarian	17.96
Library Technician	11.42
Photographer I	5.86
Photographer II	11.50
Photographer III	16.51
Photographer IV	18.98
Photographer V	22.96
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.84
Counter Attendant	6.84
Dry Cleaner	8.38
Finisher, Flatwork, Machine	6.84
Presser, Hand	6.84
Presser, Machine, Drycleaning	6.84
Presser, Machine, Shirts	6.84
Presser, Machine, Wearing Apparel, Laundry	6.84
Sewing Machine Operator	8.84
Tailor	9.30
Washer, Machine	7.28
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.00

Tool and Die Maker	15.31
Material Handling and Packing Occupations	
Forklift Operator	11.28
Fuel Distribution System Operator	11.87
Material Coordinator	12.52
Material Expediter	12.95
Material Handling Laborer	9.23
Order Filler	10.30
Production Line Worker (Food Processing)	11.22
Shipping Packer	10.57
Shipping/Receiving Clerk	10.26
Stock Clerk (Shelf Stocker; Store Worker II)	12.25
Store Worker I	9.92
Tools and Parts Attendant	11.22
Warehouse Specialist	11.22
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.45
Aircraft Mechanic Helper	11.22
Aircraft Quality Control Inspector	16.94
Aircraft Servicer	12.52
Aircraft Worker	13.16
Appliance Mechanic	13.81
Bicycle Repairer	10.60
Cable Splicer	14.45
Carpenter, Maintenance	13.00
Carpet Layer	13.57
Electrician, Maintenance	15.04
Electronics Technician, Maintenance I	13.16
Electronics Technician, Maintenance II	16.85
Electronics Technician, Maintenance III	16.14
Fabric Worker	12.52
Fire Alarm System Mechanic	14.45
Fire Extinguisher Repairer	11.87
Fuel Distribution System Mechanic	15.68
General Maintenance Worker	12.34
Heating, Refrigeration and Air Conditioning Mechanic	13.68
Heavy Equipment Mechanic	15.05
Heavy Equipment Operator	13.32
Instrument Mechanic	15.05
Laborer	9.23
Locksmith	13.81
Machinery Maintenance Mechanic	13.70
Machinist, Maintenance	13.90
Maintenance Trades Helper	10.29
Millwright	14.09
Office Appliance Repairer	13.81
Painter, Aircraft	13.81
Painter, Maintenance	14.30
Pipefitter, Maintenance	16.30
Plumber, Maintenance	15.50
Pneudraulic Systems Mechanic	14.45
Rigger	14.45
Scale Mechanic	13.16
Sheet-Metal Worker, Maintenance	13.85
Small Engine Mechanic	12.34
Telecommunication Mechanic I	15.82
Telecommunication Mechanic II	16.62
Telephone Lineman	14.98
Welder, Combination, Maintenance	13.68
Well Driller	14.45

Woodcraft Worker	14.45
Woodworker	11.87
Miscellaneous Occupations	
Animal Caretaker	10.05
Carnival Equipment Operator	10.75
Carnival Equipment Repairer	11.46
Carnival Worker	8.73
Cashier	7.25
Desk Clerk	8.87
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.46
Recreation Specialist	12.29
Recycling Worker	12.12
Sales Clerk	8.26
School Crossing Guard (Crosswalk Attendant)	8.73
Sport Official	9.42
Survey Party Chief (Chief of Party)	12.69
Surveying Aide	8.31
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.18
Swimming Pool Operator	12.90
Vending Machine Attendant	10.75
Vending Machine Repairer	12.90
Vending Machine Repairer Helper	10.75
Personal Needs Occupations	
Child Care Attendant	8.87
Child Care Center Clerk	11.05
Chore Aid	8.37
Homemaker	12.29
Plant and System Operation Occupations	
Boiler Tender	15.05
Sewage Plant Operator	16.01
Stationary Engineer	15.05
Ventilation Equipment Tender	11.22
Water Treatment Plant Operator	16.01
Protective Service Occupations	
Alarm Monitor	9.29
Corrections Officer	12.59
Court Security Officer	12.59
Detention Officer	12.59
Firefighter	13.08
Guard I	8.59
Guard II	9.37
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.16
Hatch Tender	13.16
Line Handler	13.16
Stevedore I	11.77
Stevedore II	14.47
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.41
Archeological Technician II	12.77
Archeological Technician III	15.83
Cartographic Technician	16.51

Civil Engineering Technician	16.51
Computer Based Training (CBT) Specialist/ Instructor	19.63
Drafter I	10.55
Drafter II	12.16
Drafter III	14.17
Drafter IV	17.46
Engineering Technician I	9.87
Engineering Technician II	11.38
Engineering Technician III	13.26
Engineering Technician IV	16.34
Engineering Technician V	18.78
Engineering Technician VI	22.72
Environmental Technician	15.20
Flight Simulator/Instructor (Pilot)	25.48
Graphic Artist	19.09
Instructor	17.08
Laboratory Technician	13.70
Mathematical Technician	16.51
Paralegal/Legal Assistant I	11.39
Paralegal/Legal Assistant II	14.10
Paralegal/Legal Assistant III	17.26
Paralegal/Legal Assistant IV	18.97
Photooptics Technician	16.51
Technical Writer	18.32
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.13
Weather Observer, Senior (3)	14.57
Weather Observer, Upper Air (3)	13.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.52
Parking and Lot Attendant	9.03
Shuttle Bus Driver	11.85
Taxi Driver	11.12
Truckdriver, Heavy Truck	13.33
Truckdriver, Light Truck	11.85
Truckdriver, Medium Truck	12.56
Truckdriver, Tractor-Trailer	13.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Bi Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving and Christmas Day. (A contractor may substitute for any of the named holidays anoth off with pay in accordance with a plan communicated to the employees involved.) (Se CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employment possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be

performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order of priority (classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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